



July 4, 2013

Treaty Three Police Officers Union  
Local 410

Attention President Mike Bennett

**RE: Your letter dated June 27, 2013 refers.**

On behalf of Treaty Three Police Service Board of Directors and member-representative communities, we wish to provide a response to your letter of position.

First, it is clear that the local union executive or your union regional representative did not comprehend the gravity of our situation in spite of your attendance to our Chief's Meeting on June 17, 2013. Our Chiefs' spoke from the heart when we related our collective position and asked for understanding and compromise to move forward to save our service until our fiscal situation improved. Rather, the Union rejected our passion and commitment to save our police service and continue to provide culturally appropriate public safety service to our people, choosing instead to focus only on individual wants and failing to take into account the well-being of our communities. Moreover you seem to believe that we are in a position to conciliate. We are not.

We want to address your second paragraph, and to say the very least, we find your comments to be without substance in that the union would question the understanding of the Board and our member-representative communities' elected leadership where you state "*you have been misled and misinformed.*" We can assure the union our Chiefs are fully informed as to the causes of our financial situation, which can only be attributed to the underfunding of our police service. The union has already been provided with an audited financial statement which plainly points out the causes of our debt. Moreover, they also outline the risk if we continue on this path.

We are not going to comment or respond to your requests as outlined in your four points other than to state that these are not reasonable requests in light of our critical financial situation. Again, it is clearly evident that the union was not listening to us or understanding the gravity of our police service financial crisis presented at June 17, 2013 meeting.

After that meeting, we fully believed that an understanding and positive response would be forthcoming. We did not receive a timely response. In fact, prior to any response received, your union filed more unfair labour practices suits against our police service with the Canadian Industrial Relations Board and Ontario Labour Relations Board. We should have expected the less-than-positive reply by these actions alone.



Treaty Three Police Service was created by the people and for the people to provide a culturally appropriate police service to Treaty #3 citizens. Yet it is our own Treaty #3 officers union forcing us to return our citizens' public safety to the only policing option we have left. Our citizens would lose the opportunity to receive a culturally appropriate police service.

The actions of the officer's union have left the Board of Directors and elected member representative communities no choice but to direct our Chief of Police to begin engaging the governments and the Ontario Provincial Police to begin assuming policing responsibilities for our communities. We are forced to begin developing an exit strategy and our management team will ensure that all our employees are notified of the impending layoffs and closure of our police service.

The officers' union have made their position clear; therefore our three (3) points presented to you on June 17, 2013 are **non-negotiable**.

Chief Wayne Smith – Chairman  
Treaty Three Police Service Board of Directors

Ruben Cantin – Vice - Chairman  
Treaty Three Police Service Board of Directors

Simon Fobister – Secretary/Treasurer  
Treaty Three Police Service Board of Directors